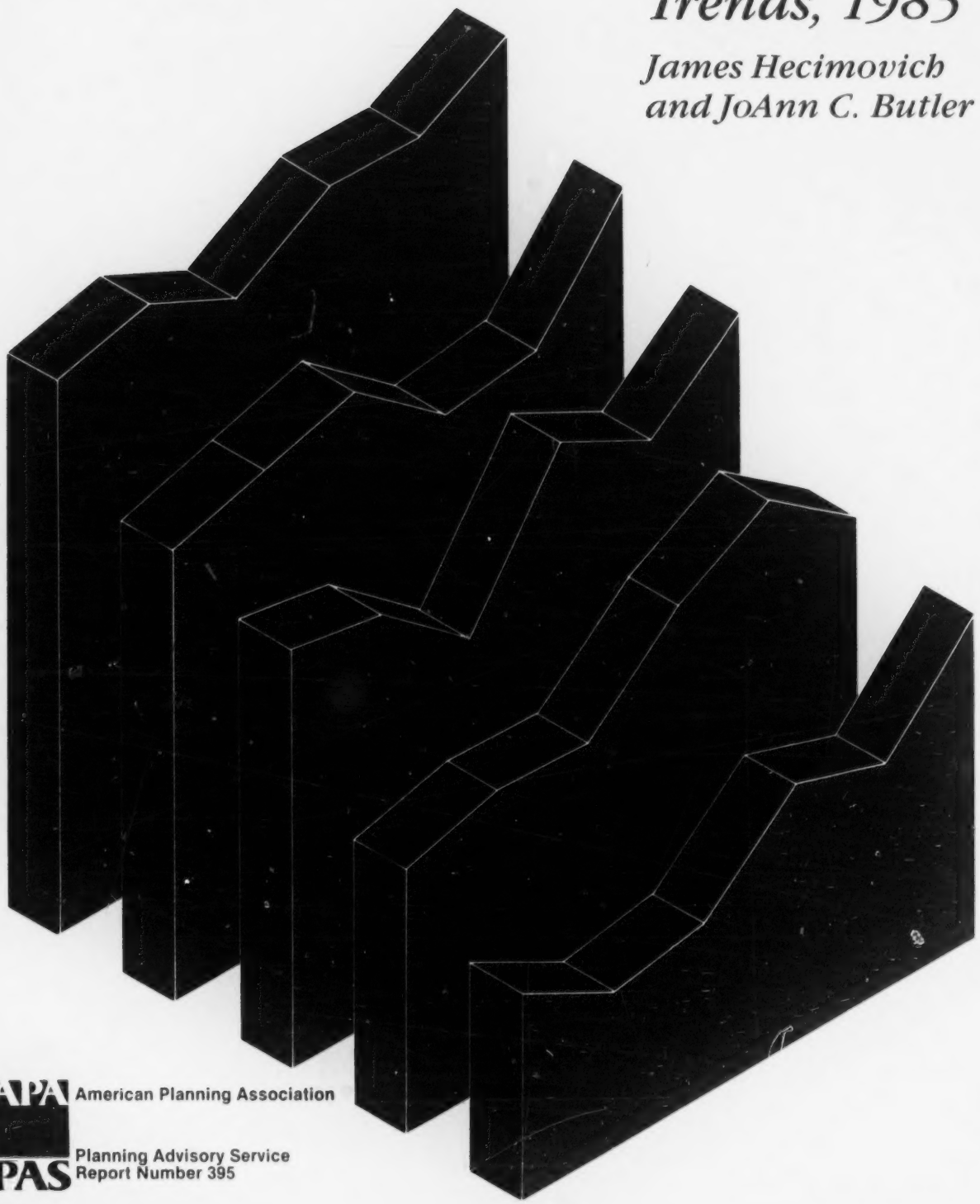
# *Planners' Salaries and Employment Trends, 1985*

*James Hecimovich and JoAnn C. Butler*



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# Planners' Salaries and Employment Trends, 1985

## By James Hecimovich and JoAnn C. Butler

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# Part 1. Where Planners Work

This report continues the series produced by APA on the salaries and employment characteristics of its membership. The surveys used to gather the data for this report were mailed in October 1985. Of the 16,612 nonstudent, professional planners surveyed, 6,645 (40 percent) responded and provided the information upon which this report is based. The response rate is down 4.4 percent from the 1983 survey.

Part 1 of this report documents the employment patterns of APA members in 1985—where they work and who they work for.[1] It compares these figures with data drawn from past surveys—especially the 1983 survey—to illustrate changes in planners' employment. In Part 2, the salaries that planners earn are compared on the basis of years of experience, geographic region of employment, size of jurisdiction, type of employer, education, and sex. These variables are also applied to salaries reported by agency directors and other heads of departments and firms, nondirectors, and minority group planners.

1. This year, *Planning* magazine included its own survey with the salary survey to find out specifics about planners' jobs, their beliefs, and their life styles. The results of that survey appeared in the March 1986 issue of *Planning*.

## TRENDS IN PUBLIC/NONPUBLIC EMPLOYMENT REVERSE

The percentage of planners working in public agencies who responded to the survey was at its lowest level since APA began this series of reports in 1977. There was nearly a seven percent decrease in the number of respondents working in all public agencies since the 1983 survey. (See Table 1.) Only two categories showed increases: the number of planners working in city agencies—a category that has shown a steady increase in the number of workers since 1981—grew by 5.2 percent; and the number of county planners increased slightly. The other public agency categories showed losses. The most significant of these losses

TABLE 1. WHERE PLANNERS WORK: PUBLIC AGENCIES

| | Percent of Respondents | | |
|---|---|---|---|
| Type of Public Agency Employment | 1981 (N = 5,206) | 1983 (N = 5,126) | 1985 (N = 3,766) |
| City Planning | 26.3% | 28.6% | 33.8% |
| County Planning | 11.4 | 12.7 | 13.7 |
| Joint City/County | 2.6 | 3.0 | 2.9 |
| Metro or Regional | 8.5 | 7.4 | 6.6 |
| State or Provincial | 10.9 | 13.4 | 2.1 |
| Federal | 4.0 | 3.5 | 2.8 |
| Total | 63.7% | 68.6% | 61.9% |

TABLE 2. WHERE PLANNERS WORK: NONPUBLIC EMPLOYMENT

| Type of Nonpublic Employment | Percent of Respondents | | |
|---|---|---|---|
| | 1981 (N = 2,656) | 1983 (N = 2,325) | 1985 (N = 2,318) |
| Consultants | 18.6% | 17.2% | 20.4% |
| Private Business | 4.6 | 4.8 | 4.6 |
| College or University | 6.1 | 4.0 | 6.2 |
| Nonprofit | 3.1 | 3.3 | 3.1 |
| Other | 2.3 | 1.8 | 3.8 |
| Total | 34.7% | 31.1% | 38.1% |

(11.3 percent) occurred in the category of planners working in state or provincial agencies. This counters a series of increases in employment in these types of agencies for the period 1977–1983. In fact, in the 1983 survey, state and provincial agency planners were the second most-represented group in the survey behind planners working in city agencies. In the 1985 survey, however, this group had the fewest representatives among public agency planners. In real numbers, the decline has been from 998 to 128 respondents. We can offer no reason to explain this dramatic decrease.

The number of planners responding to the survey who work in the private sector has risen by seven percent. (See Table 2.) There were increases in the percentage of consultants, planners working in colleges or universities, and other planners working in nonpublic agencies responding to the survey. Insignificant changes showed up in the percentage of planners working in private business and nonprofit organizations. The total percentage of planners working in nonpublic agencies is at its highest level since APA began this series of reports. The trend for the period 1983–1985 reverses the trend seen in the period 1981–83 when there was a 3.6 percent drop in the number of planners working for nonpublic agencies.

TABLE 3. WHERE PUBLIC AGENCY PLANNERS WORK: BY SIZE AND TYPE OF JURISDICTION

| Jurisdictions | Percent of Respondents | | |
|---|---|---|---|
| | 1981 (N = 4,757) | 1983 (N = 4,509) | 1985 (N = 4,107) |
| *Size* | | | |
| 250,000 and over | 33.6% | 31.8% | 32.6% |
| 50,000 to 249,999 | 38.6 | 35.7 | 34.3 |
| Under 50,000 | 27.7 | 32.5 | 33.1 |
| *Type (Self-Defined)* | | | |
| Urban | 59.0% | 53.1% | 53.1% |
| Suburban | 24.7 | 26.5 | 28.5 |
| Rural | 15.9 | 16.0 | 16.5 |
| Mixed | — | 4.0 | 1.9 |

## PUBLIC AGENCY PLANNERS REMAIN EQUALLY DISTRIBUTED AMONG POPULATION AREAS

The distribution of public agency planners working in jurisdictions of various sizes was nearly evenly split in 1985 as a result of a slight decline in the number of planners working in areas with populations between 50,000 and 249,999. (See Table 3.) In the four-year period since 1981, there has been a steady rate of gain in planners working in jurisdictions with populations less than 50,000. That rate of change has been a positive 19.5 percent. On the other hand, despite a slight reversal in the 250,000 and over population category in the last two years, the rate of decline since 1981 for planners working in the largest and middle jurisdictions has been three percent and 11.1 percent, respectively.

While the figures in Table 3 reveal a balanced distribution of planners among jurisdictions of different sizes, they also reveal that a balance does not exist among planners working in different types of jurisdictions. More than half of the planners responding to the survey describe themselves as urban planners, a statistic that has remained consistent since 1981 when this question was added to the survey. Since 1981, there has also been a steady increase in the percentage of planners who consider themselves suburban planners; specifically, there has been a 15.4 percent rate of increase in the number of suburban planners. Respondents who consider themselves rural planners, on the other hand, have been steadily represented at nearly 16 percent since 1981.

## REGIONAL REPRESENTATION SHOWS A NUMBER OF CHANGES

Three areas of the country showed significant gains in the number of planners employed. (See Table 4.) New England, the East South Central states, and the West South Central states are better represented than they were in 1983.

TABLE 4. WHERE PLANNERS WORK: REGIONAL SHIFTS

| Regions | Percent of Respondents 1981 (N = 8,162) | 1983 (N = 7,283) | 1985 (N = 6,524) | Rate of Change | 1980 Percent of U.S. Population |
|---|---|---|---|---|---|
| 1. *New England* | 6.1% | 5.3% | 5.8% | + 9.4 | 5.5% |
| Connecticut | | | | | |
| Maine | | | | | |
| Massachusetts | | | | | |
| New Hampshire | | | | | |
| Rhode Island | | | | | |
| Vermont | | | | | |
| 2. *Middle Atlantic* | 12.4 | 12.2 | 11.3 | − 7.4 | 16.0 |
| New Jersey | | | | | |
| New York | | | | | |
| Pennsylvania | | | | | |
| 3. *South Atlantic* | 19.8 | 20.7 | 19.0 | − 8.2 | 16.0 |
| Delaware | | | | | |
| District of Columbia | | | | | |
| Florida | | | | | |
| Maryland | | | | | |
| North Carolina | | | | | |
| South Carolina | | | | | |
| Virginia | | | | | |
| West Virginia | | | | | |
| 4. *East South Central* | 3.9 | 3.7 | 5.4 | +45.9 | 6.4 |
| Alabama | | | | | |
| Georgia | | | | | |
| Kentucky | | | | | |
| Mississippi | | | | | |
| Tennessee | | | | | |
| 5. *East North Central* | 14.1 | 13.1 | 12.6 | − 3.8 | 18.4 |
| Illinois | | | | | |
| Indiana | | | | | |
| Michigan | | | | | |
| Ohio | | | | | |
| Wisconsin | | | | | |
| 6. *West North Central* | 6.8 | 6.3 | 6.5 | + 3.2 | 7.6 |
| Iowa | | | | | |
| Kansas | | | | | |
| Minnesota | | | | | |
| Missouri | | | | | |
| Nebraska | | | | | |
| North Dakota | | | | | |
| South Dakota | | | | | |
| 7. *West South Central* | 6.4 | 6.3 | 7.7 | +22.2 | 10.5 |
| Arkansas | | | | | |
| Louisiana | | | | | |
| Oklahoma | | | | | |
| Texas | | | | | |
| 8. *Mountain* | 7.7 | 8.5 | 8.5 | No change | 5.0 |
| Arizona | | | | | |
| Colorado | | | | | |
| Idaho | | | | | |
| Montana | | | | | |
| Nevada | | | | | |

*Continued on page 4*

TABLE 4. CONTINUED

| Regions | Percent of Respondents 1981 (N = 8,162) | 1983 (N = 7,283) | 1985 (N = 6,524) | Rate of Change | 1980 Percent of U.S. Population |
|---|---|---|---|---|---|
| New Mexico<br>Utah<br>Wyoming | | | | | |
| 9. *Pacific*<br>Alaska<br>California<br>Hawaii<br>Oregon<br>Washington | 20.0 | 22.5 | 21.6 | − 4.0 | 14.0 |
| 10. *Canada* | 2.9 | 1.5 | 1.6 | + 6.7 | — |

In the East South Central states and the West South Central states, there was a higher percentage of respondents than there has ever been. In New England, the increase represents the reverse of a downward trend seen between 1981 and 1983. The new increase also makes the planner-to-population ratio (based on 1980 census figures) in that region nearly even; that is, the percentage of respondents employed in New England is nearly equal to the percentage of U.S. population residing in the New England region. In the other two areas, it must be noted that there is still a discrepancy between area population (in terms of percent of U.S. population) and planner representation in the survey. In contrast, despite being less well represented in this year's report than in 1983, there was a better than even ratio of planners to population in the South Atlantic states and the Pacific states. The number of planners working in the East North Central states continued to decrease, although the rate of decline there was less severe than it had been between 1981 and 1983. Likewise, the number of planners in the Middle Atlantic states continued to decrease (a 7.4 percent rate of decrease). The percentage of respondents from that area has been steadily but slowly declining since 1977. There was little or no change in the percentage of planners reporting from the Mountain states and Canada. The Mountain states maintain an excellent planner-to-population ratio.

TABLE 5. YEARS OF PLANNING EXPERIENCE

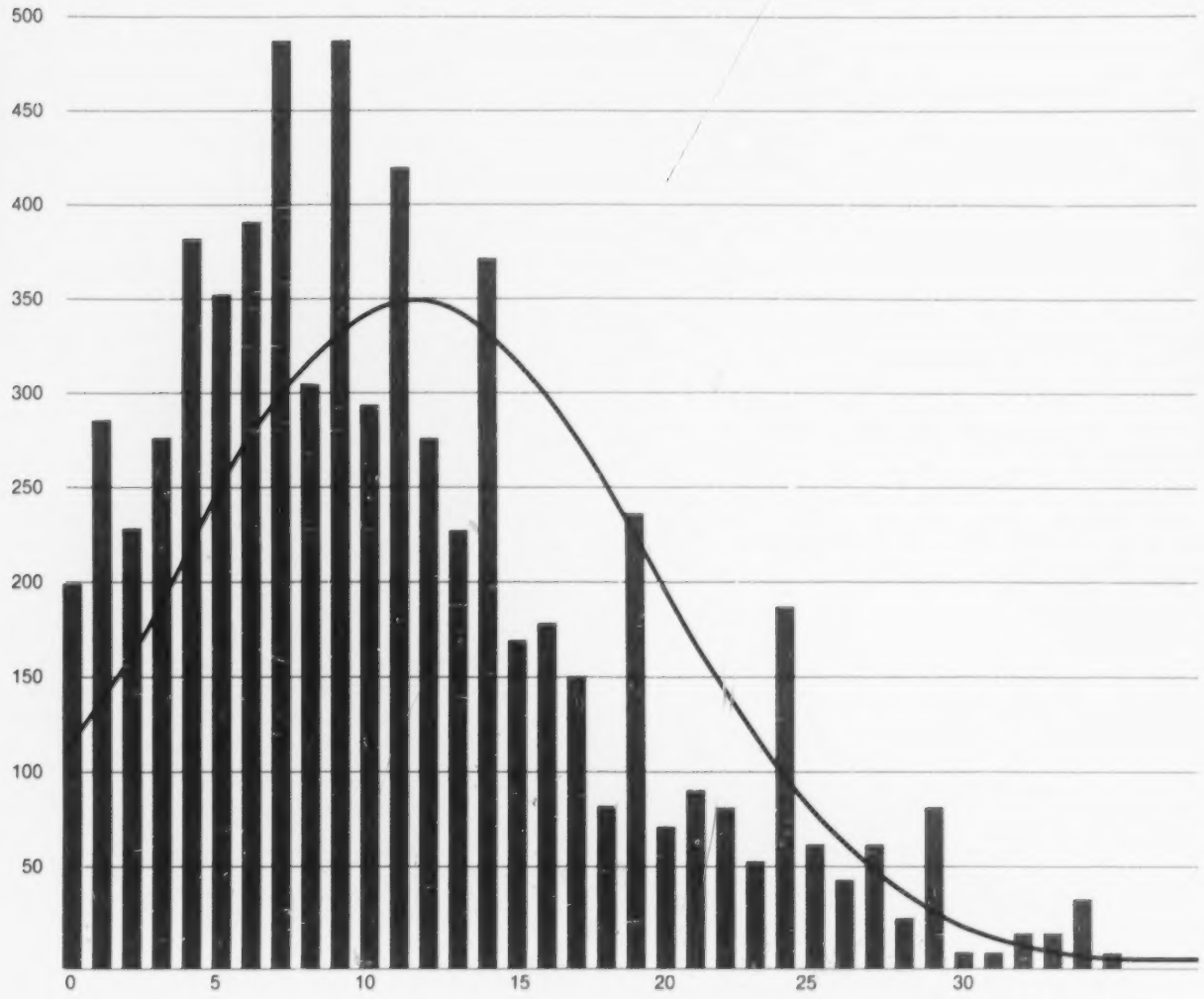
| Years of Experience | Percent of Respondents 1977 (N = 3,897) | 1981 (N = 8,134) | 1983 (N = 7,476) | 1985 (N = 6,645) |
|---|---|---|---|---|
| Under 5 years | 33.2% | 26.9% | 16.8% | 22.6% |
| Five to 10 years | 34.9 | 38.3 | 44.4 | 29.2 |
| Over 10 years | 31.9 | 34.8 | 38.8 | 48.2 |

## EXPERIENCE LEVELS REVEAL GRAYING OF THE PROFESSION

The serious decrease in the number of planners with fewer than five years experience that showed up in the 1983 survey (10.1 percent; a rate of loss since 1981 of 37.5 percent) is being carried over into the 1985 survey in an interesting way. (See Table 5.) With fewer planners in the lowest category of experience in 1983, there were fewer planners to move into the five to 10 years of experience category for this survey. And many of the planners that were formerly in the middle category have now moved into the over 10 years category. The result is that planners with more than 10 years of experience represent nearly half of all respondents; indeed, the median number of years of experience is 10.003 as calculated by our computer analysis. (See also the histogram in Figure 1.) The rate of increase in this category since 1977 is a significant 51 percent. Conversely, the percentage of respondents with five to 10 years experience is at its lowest level since these reports began in 1977. And while the downward trend in the percentage of respondents with fewer than five years of experience has been temporarily reversed, the percentage of respondents in this category is still nearly five points below the 1981 report level and more than 10 points less than reported in 1977. For a graphic illustration of the present makeup of the membership in terms of years of experience, see Figure 1.

In 1983, we cited a correlation between the sharp decrease in the number of master's degrees granted by city, community, and regional planning programs and the decline in the number of entering planners. Perhaps now that the profession is graying, more entry level positions will open and, in turn, this will encourage more students to seek out planning as a profession. The graying of the profession may also be evident in some other statistics in the survey—

FIGURE 1. YEARS OF EXPERIENCE

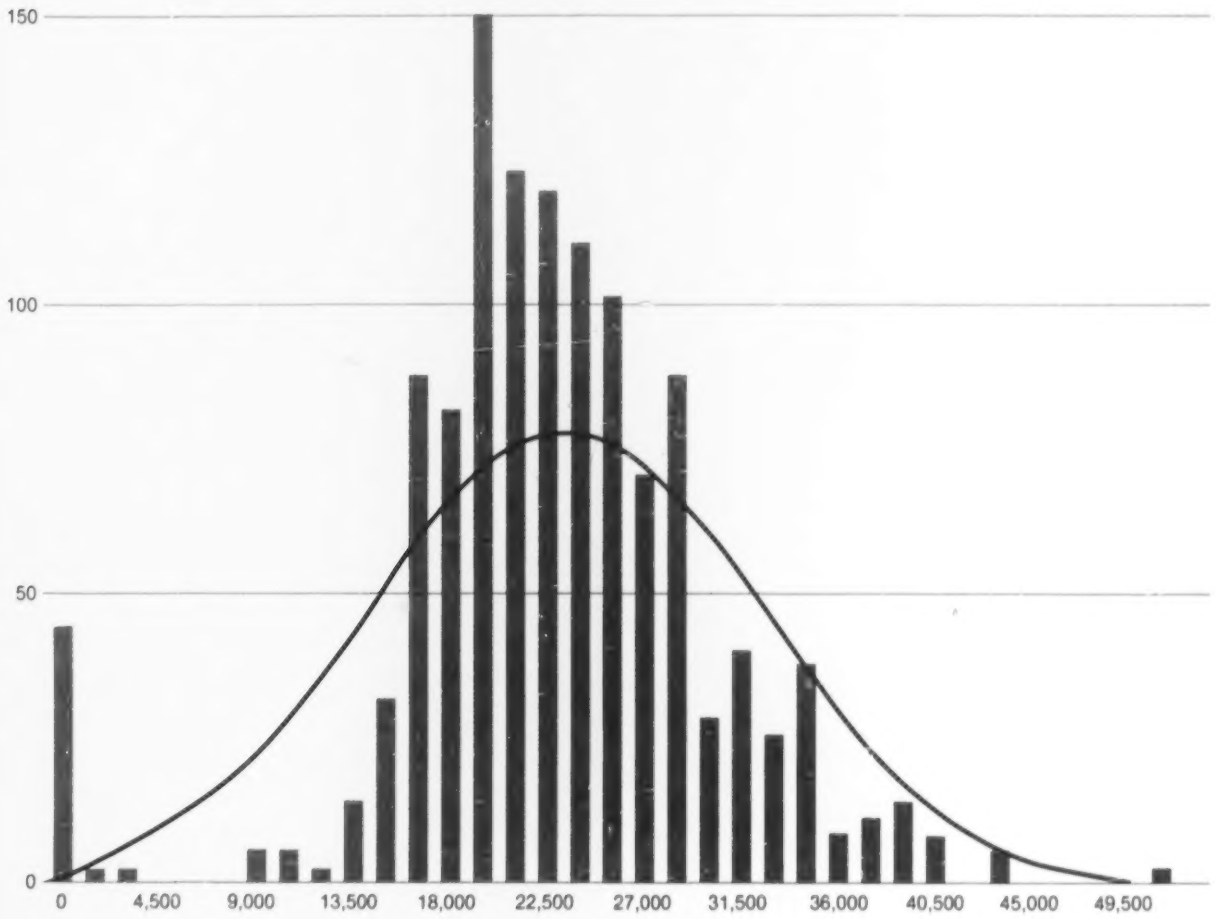



there has been stability in the makeup of the profession in terms of the type of jurisdiction that planners say they work for, and there appears to be little movement of planners from one area of the country to another. It is also the case that there has not been a decline in APA membership in the last two years. In sum, the statistics in Part 1 point to a stabilizing period in the profession. The movement upward in the median level of experience is perhaps the clearest indicator of this stability. But that same statistic has an effect on salaries, as will be evident in Part 2 of this report.

# Part 2. Salaries

The median salary of all planners responding to the survey in 1985 was $34,066, up 15 percent from $29,630 in 1983. Planners' salaries overall would appear to be rising at a much greater rate than the cumulative inflation rate of the last two years, which was 7.9 percent according to the Bureau of Labor Statistics. In 1983, we speculated that the dramatic change in the composition of the membership in terms of median level of experience was having a strong ef-

FIGURE 2. SALARIES OF PLANNERS WITH FEWER THAN FIVE YEARS EXPERIENCE.



fect on the two-year increase in the median salary level. We recognized that the median salary was skewed positively (i.e., toward the higher end of the salary scale) because the median experience level was skewed positively. This remains true in 1985. For the individual planner who wants to know how his or her salary compares to the salaries of other planners, it will be more instructive to consider the median salary of planners with the same number of years of experience. (See Figures 2, 3, and 4.)

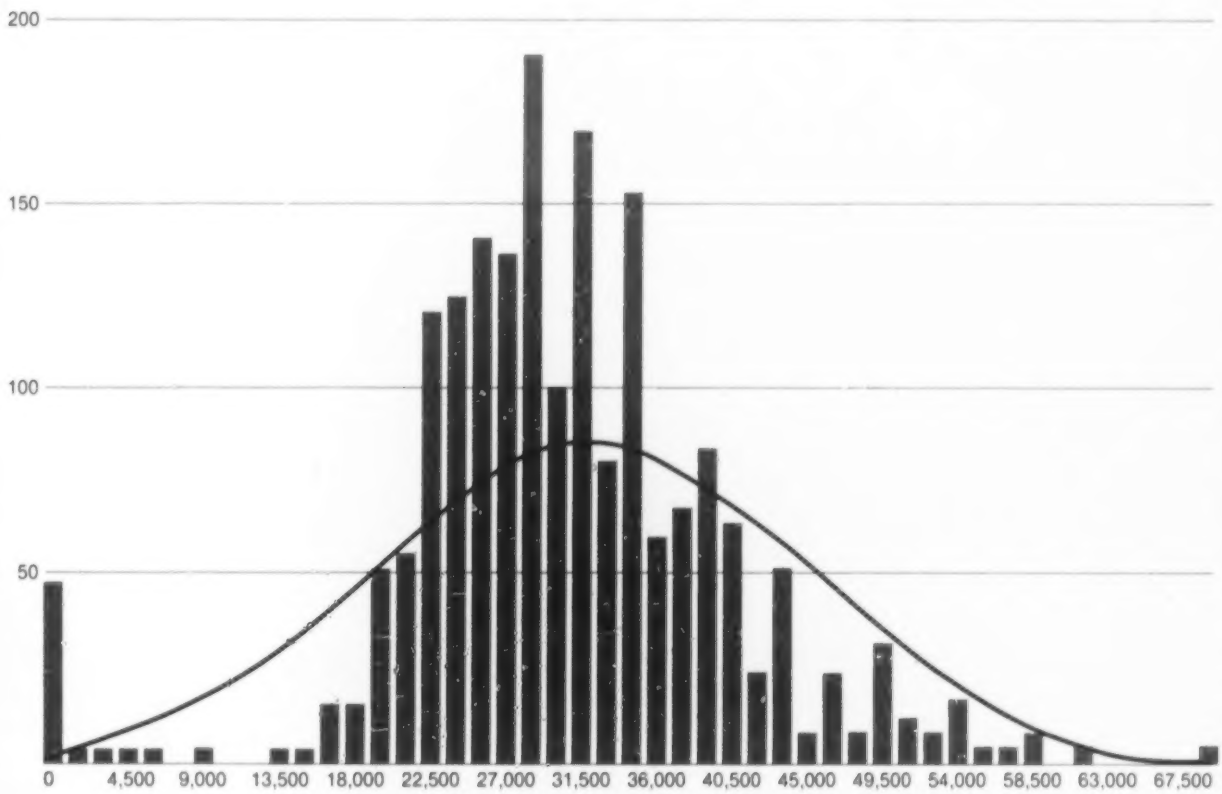
## QUALIFICATIONS

Tables 6 and 7 indicate the effect of academic degrees on salary levels, as well as relating salaries to type of employer, sex, and years of experience. It is clear that, with few exceptions, planners who have a master's degree earn more than planners with only a bachelor's degree. Planners with a Ph.D. or law degree can expect to earn higher salaries, but the low number of responses in this category make any meaningful comparison difficult.

By combining some types of employers into groups, Table 6 provides median salary figures that are statistically significant in most categories. In almost all cases, planners with fewer than five years experience who have a master's degree earned salary increases since 1983 (in terms of percentage) greater than the increase for all respondents to the survey. The highest increase was 46.6 percent for male planners with fewer than five years experience who have a master's degree and who work in a university or for a foundation. Men holding a master's degree and beginning work in a city, county, joint city-county, metropolitan, or regional agency reported an 18.9 percent increase in median salary. Women who have a master's degree and are beginning work in business or as a consultant reported a 22.8 percent increase in median salary. And, finally, those women with fewer than five years experience who have a master's degree and who work for a university or foundation reported a 19.4 percent rise in median salary.

Among those planners with higher levels of experience, the highest median salary increase (30.1 percent) was recorded by women who hold a bachelor's degree and who have more than 10 years experience working as consultants or in business. The next largest increase (28.8 percent) was posted by women with five to 10 years experience as consultants or in business and who hold a master's degree. Men with five to 10 years experience who worked for a university or foundation and who have a master's degree posted a 24.8 percent increase in median salary. In that same category, women showed only a 2.9 percent gain in median salary. A more extensive treatment of women's salaries will be given below.

FIGURE 3. SALARIES OF PLANNERS WITH FIVE TO 10 YEARS OF EXPERIENCE



## TYPE OF EMPLOYER AND YEARS OF EXPERIENCE

Planners' median salaries vary by type of employer as well as by level of experience. Planners working for the federal government, for business, and as private consultants continue to earn the highest salaries among planners at all levels of experience. (See Table 7.) The only exception to this observation was in the under five years experience category; there, state planners reported the third highest median salary, but there were so few state planners in that category that no significant conclusion is possible.

According to the survey, nearly all types of planners with fewer than five years experience have received big salary increases since 1983. Seven of the 11 employment categories in the under five years bracket in Table 7 show median salaries that increased by more than 15 percent (the median salary increase for all planners). In order of increase, these categories and the percentage of increase since 1983 were: foundation (34.6 percent); college/university (30.7 percent); state (28.9 percent); metro/regional (17.1 percent); and other public agencies (16.0 percent). City planners with fewer than five years experience reported an increase in median salary (14.7 percent) that was nearly equal to that for all planners. County planners and consultants in this category also reported raises that were keeping pace with the overall increase (13.4 percent and 14 percent, respectively). Only planners who have worked for

FIGURE 4. SALARIES OF PLANNERS WITH OVER 10 YEARS EXPERIENCE

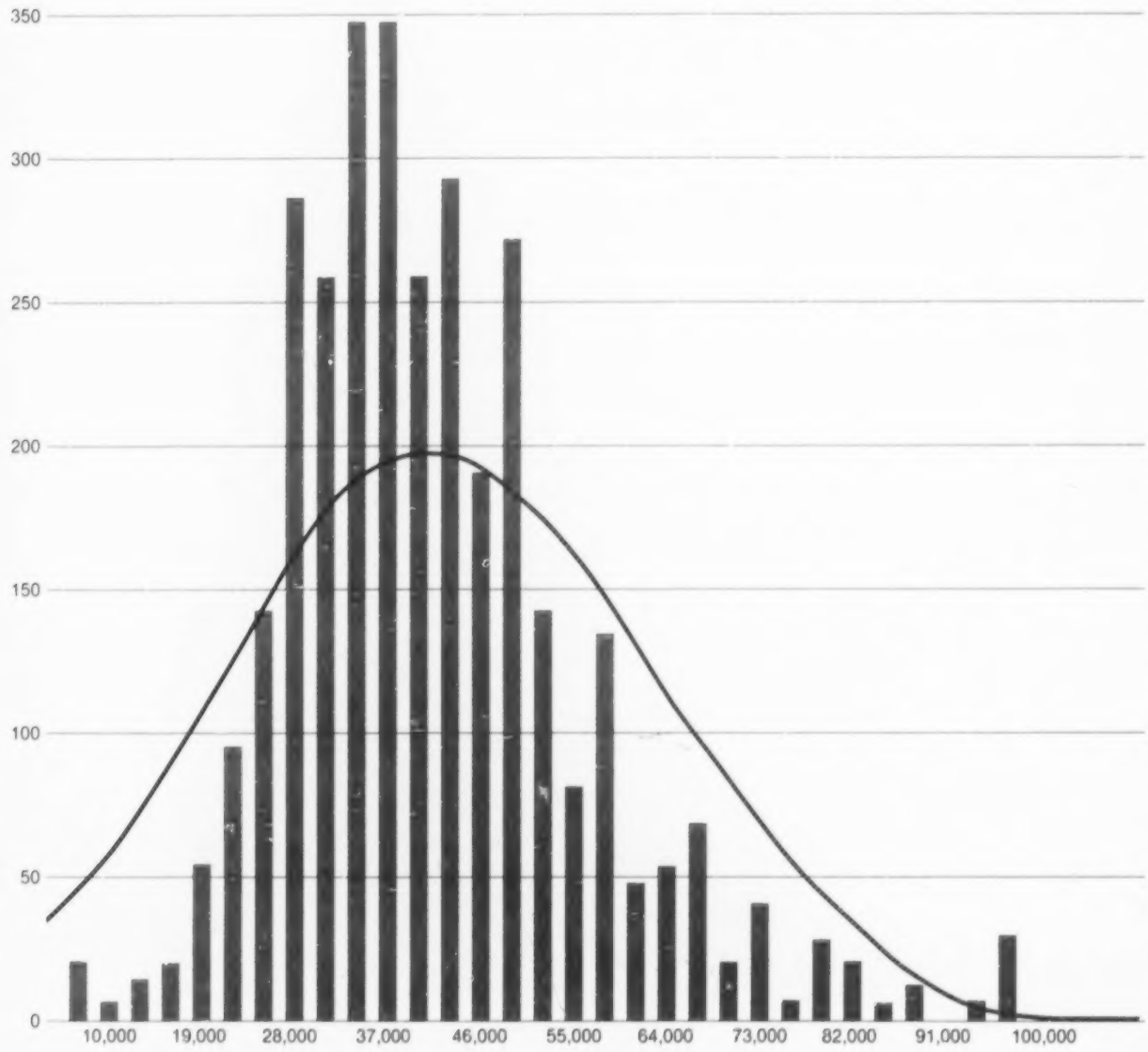


TABLE 6. PLANNERS' MEDIAN SALARIES: BY SEX, QUALIFICATIONS, EXPERIENCE, AND EMPLOYER

| | | Male (N = 4,754) | | | | Female (N = 1,194) | | | |
|---|---|---|---|---|---|---|---|---|---|
| Experience and Employer | Total | B.A. | M.A. | Ph.D./Law | Total | B.A. | M.A. | Ph.D./Law | Total |
| *Under 5 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | $22,586 | $21,089 | $23,834 | $28,077* | $23,085 | $21,838 | $22,087 | ** | $22,087 |
| State/Federal | 25,082 | 23,584 | 25,082 | 40,055* | 25,082 | 27,078 | 25,456 | ** | 25,456 |
| Private Consultant/Business | 26,080 | 24,084 | 27,078 | ** | 26,579 | 24,084 | 27,328 | ** | 26,080 |
| University/Foundation | 28,077 | ** | 29,324 | 30,198 | 28,576 | 27,078* | 22,087 | $32,569* | 25,082 |
| *Between 5 and 10 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | 30,073 | 27,577 | 31,071 | 33,816* | 30,073 | 27,453 | 29,075 | ** | 28,825 |
| State/Federal | 32,569 | 28,326 | 33,317 | 35,064* | 32,818 | 31,321 | 31,071 | ** | 31,321 |
| Private Consultant/Business | 35,064 | 36,063 | 35,563 | 45,047 | 36,063 | 30,073 | 36,063 | ** | 32,818 |
| University/Foundation | 33,068 | 34,066* | 34,815 | 35,064 | 34,565 | ** | 30,572 | ** | 30,073 |
| *Over 10 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | 38,309 | 36,063 | 40,055 | 40,055 | 38,558 | 32,818 | 37,310 | ** | 35,438 |
| State/Federal | 43,050 | 38,184 | 44,048 | 50,038 | 43,050 | 40,055* | 41,054 | ** | 40,055 |
| Private Consultant/Business | 48,041 | 48,041 | 49,788 | 57,026 | 50,038 | 40,055 | 35,064 | ** | 35,064 |
| University/Foundation | 42,052 | 45,047 | 42,052 | 45,047 | 43,549 | ** | 32,569 | 34,066 | 34,066 |

* Fewer than 10 responses: Sample size not statistically significant.
**Fewer than five responses: Not included in table, but included in totals.

the federal government for fewer than five years reported a decrease in salary, and this decrease is not meaningful because of the few responses in this category.

Outside of the beginning planners' category, there were only two increases in median salary that exceeded the 15 percent increase in median salary for all respondents. Planners working in business with between five and 10 years experience reported a median salary that was 16.5 percent higher than they reported in 1983, and state planners at the highest level of experience reported a median salary that was 17.6 percent higher than they reported in 1983. The only other planners that reported a median salary increase that was close to the overall percent of increase in median salary were those with five to 10 years experience working for "other" public agencies (14.8 percent).

In 1983, we were able to say that the salary increases were not evenly distributed among planners on the basis of experience. In 1985, we make the same statement, but the distribution is strikingly different. Two years ago, planners with more experience received higher percentage increases in salary than did planners with less experience. Now, the reverse is true. The percent of salary increase gets progressively less with the increase in years of experience. (See Table 9.)

We must go back to Part 1 to offer an explanation for this turnaround. Table 5 and Figure 1 reveal that the middle experience category is emptying out, whereas, in 1983, more than 44 percent of the respondents were in that category. Since membership is not down, they have obviously not left the profession. Instead, they have entered the highest experience category. And because their salaries are at the low end of the salary range for planners with over 10 years experience, the median salary for that group has been skewed negatively—that is, toward the lower end of salaries.

The large salary increases (in terms of percent of increase) for beginning planners are harder to explain. The 18.9 percent increase since 1983 (see Table 9) may mean that the number of planners at the high end of this category is growing. Figure 1 in Part 1 shows that, indeed, almost half of the respondents in this category have four and five years of experience. We can only speculate that, after initially receiving low entry salaries, beginning planners are receiving larger increases (in percent of salary) than their more experienced colleagues.

## COMPARISONS BY SIZE OF JURISDICTION

The size of the jurisdiction in which a planner works does seem to have an effect on the salary he or she will earn, especially for those planners with more than 10 years experience. (See Table 10.) As has usually been the case in these reports, the highest median salary in each experience category appears in jurisdictions with populations of more than 250,000. And, as has also been the case, the reported salaries go down with decreases in the size of the jurisdiction. Since 1983, moreover, the difference between the me-

TABLE 7. PLANNERS' MEDIAN SALARIES: BY SEX, QUALIFICATIONS, EXPERIENCE, AND EMPLOYER

| | | Male (N = 4,754) | | | | Female (N = 1,194) | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Experience and Employer** | **Total** | B.A. | M.A. | Ph.D./Law | Total | B.A. | M.A. | Ph.D./Law | Total |
| *Under 5 Years* | | | | | | | | | |
| City | $24,084 | $22,337 | $24,084 | ** | $24,084 | $23,085 | $24,084 | ** | $23,834 |
| County | 21,089 | 20,091 | 21,089 | ** | 21,089 | 21,089 | 21,089 | ** | 21,089 |
| Joint City-County | 21,588 | 19,092* | 24,583 | ** | 21,089 | 22,836* | 21,588 | ** | 22,461 |
| Metro/Regional | 21,089 | 20,091* | 21,962 | ** | 21,838 | 19,841 | 18,968 | ** | 18,843 |
| State | 27,078 | 23,584* | 23,584* | ** | 24,583 | ** | 23,335* | ** | 28,576 |
| Other Public | 25,082 | 22,087 | 25,082 | ** | 25,082 | 22,337* | 26,080 | ** | 26,080 |
| Federal | 26,330 | ** | 27,078* | ** | 31,071 | ** | 22,087* | ** | 22,087 |
| Private Consultant | 25,082 | 23,834 | 27,078 | ** | 25,830 | 24,832 | 25,082 | ** | 25,082 |
| Business | 30,073 | ** | 31,071 | ** | 30,822 | 24,084* | 31,071 | ** | 29,075 |
| College/University | 30,073 | ** | 27,577* | $30,073 | 30,073 | ** | 27,827* | $32,070* | 28,825 |
| Foundation | 25,581 | ** | 29,324 | ** | 28,077 | ** | 21,089 | ** | 22,087 |
| *Between 5 and 10 Years* | | | | | | | | | |
| City | 31,196 | 29,075 | 32,319 | ** | 31,570 | 30,073 | 30,073 | ** | 30,073 |
| County | 26,829 | 26,080 | 29,200 | ** | 27,577 | 24,084 | 27,078 | ** | 26,080 |
| Joint City-County | 26,205 | 27,453 | 28,077 | ** | 27,203 | 23,584* | 23,085 | ** | 23,460 |
| Metro/Regional | 26,954 | 25,082 | 28,077 | ** | 27,078 | 26,205* | 26,080 | ** | 26,080 |
| State | 30,073 | ** | 32,070 | ** | 29,948 | 31,071* | 30,073* | ** | 30,572 |
| Other Public | 32,569 | 28,077 | 34,066 | 35,064* | 33,068 | 32,070 | 31,071 | ** | 31,071 |
| Federal | 35,064 | ** | 35,563 | ** | 35,064 | ** | 34,316* | ** | 32,569* |
| Private Consultant | 35,064 | 35,064 | 35,563 | 54,031 | 35,563 | 30,073 | 35,064 | ** | 32,319 |
| Business | 37,560 | 47,168 | 35,563 | 25,082* | 37,685 | ** | 38,808 | ** | 37,560 |
| College/University | 33,567 | ** | 33,567 | 35,064 | 35,064 | ** | 27,702* | ** | 27,827 |
| Foundation | 32,319 | 33,068* | 32,693 | ** | 32,818 | ** | 32,693 | ** | 31,820 |
| *Over 10 Years* | | | | | | | | | |
| City | 40,055 | 38,558 | 41,054 | 40,055 | 40,055 | 32,818 | 37,809 | ** | 35,938 |
| County | 35,563 | 34,565 | 38,059 | 55,029* | 35,563 | 33,068 | 36,063 | ** | 34,939 |
| Joint City-County | 34,939 | 37,061 | 34,565 | ** | 35,064 | ** | 39,182* | ** | 33,567 |
| Metro/Regional | 38,059 | 34,316 | 39,307 | 42,551* | 38,059 | ** | 41,802 | ** | 41,428 |
| State | 41,802 | 34,066 | 45,047 | ** | 41,054 | ** | ** | ** | ** |
| Other Public | 42,052 | 39,806 | 42,426 | 44,048* | 41,678 | ** | 39,806 | ** | 40,055 |
| Federal | 47,043 | 37,560* | 47,792 | 51,535* | 48,790 | ** | 43,050 | ** | 43,050 |
| Private Consultant | 47,043 | 47,043 | 49,040 | 57,026 | 49,040 | 40,055 | 35,064 | ** | 35,064 |
| Business | 51,036 | 50,038 | 53,532 | 63,514 | 52,034 | ** | ** | ** | 45,047* |
| College/University | 42,052 | 44,048* | 41,553 | 45,047 | 43,050 | ** | 35,064* | 34,066 | 34,565 |
| Foundation | 44,048 | 47,542* | 47,043 | 54,031* | 46,295 | ** | 30,073* | ** | 30,073* |

* Fewer than 10 responses: Sample size not statistically significant.
**Fewer than five responses: Not included in table, but included in totals.

TABLE 8. PLANNERS' MEDIAN SALARIES: BY SEX AND EMPLOYER

| Employer | 1983 Total (N = 7,308) | 1983 Male (N = 5,899) | 1983 Female (N = 1,409) | 1985 Total (N = 6,094) | 1985 Male (N = 4,872) | 1985 Female (N = 1,222) |
|---|---|---|---|---|---|---|
| City | $29,000 | $30,000 | $24,769 | $32,070 | $33,816 | $28,077 |
| County | 27,000 | 27,710 | 22,714 | 29,324 | 30,572 | 24,084 |
| Joint City/County | 26,806 | 27,714 | 20,300 | 29,449 | 30,822 | 23,460 |
| Metro/Regional | 27,310 | 28,500 | 20,550 | 30,822 | 32,070 | 23,834 |
| State Planning Agencies | 30,000 | 30,083 | 26,076 | 33,317 | 35,064 | 30,073 |
| Other Public Agencies | 30,000 | 32,000 | 26,500 | 34,066 | 35,064 | 31,071 |
| Federal | 37,000 | 39,000 | 31,750 | 40,055 | 41,054 | 34,066 |
| Private Consultants | 35,000 | 38,000 | 25,000 | 40,055 | 42,052 | 30,073 |
| Business | 35,000 | 39,800 | 30,000 | 40,055 | 45,047 | 32,070 |
| College/University | 35,000 | 36,000 | 28,000 | 39,806 | 40,055 | 31,570 |
| Nonprofit Foundations | 30,000 | 30,950 | 25,368 | 34,066 | 35,688 | 29,823 |

dian salary of beginning planners in the largest jurisdictions and the smallest jurisdictions has grown from four percent to 10.2 percent. In the middle experience category, that same difference has shrunk from 27.2 percent to 10.3 percent. For planners with over 10 years experience, that difference has remained the same at 17.4 percent.

Women planners who work in midsize jurisdictions and who have more than 10 years of experience report a median salary that is 10.9 percent less than that of male planners who have the same number of years of experience and who work in those jurisdictions. While this difference is still significant, it has narrowed from the 20.1 percent spread cited in the 1983 report. This discrepancy between men's and women's salaries in this category is the largest in the table. The differences between men's salaries and women's salaries in other size jurisdictions, except one, range from a low of 1.4 percent (population under 50,000; more than 10 years experience) to 7.1 percent (population 50,000 to 249,999; five to 10 years experience). The one exception to this rule is the difference in salary between men and women with fewer than five years experience and working in jurisdictions with populations over 250,000. There, women reported a higher median salary, but the difference is only 1.5 percent.

## COMPARISONS BY TYPE OF JURISDICTION

Urban and suburban public agency planners continue to earn more than their counterparts working in rural or mixed areas. (See Table 11.) Among rural planners, only those working in jurisdictions with populations over 250,000 earned salaries comparable to those of planners in the other three categories in each size jurisdiction. Salaries reported by rural planners in the midsize and small jurisdictions were the lowest on the table, as has been true in most past reports.

Since 1983 the largest increases in median salaries were reported by planners in mixed jurisdictions with populations between 50,000 and 249,000 (22.7 percent); by subur-

TABLE 9. PLANNERS' MEDIAN SALARIES: BY SEX AND YEARS OF EXPERIENCE

| | Median Salaries | | | | | |
|---|---|---|---|---|---|---|
| | 1983 | | | 1985 | | |
| Years of Experience | Total (N = 7,318) | Male (N = 5,918) | Female (N = 1,400) | Total (N = 6,130) | Male (N = 4,891) | Female (N = 1,239) |
| Under 5 Years | $20,250 | $20,716 | $20,000 | $24,084 | $24,333 | $23,085 |
| Five to 10 Years | 28,000 | 28,777 | 26,462 | 31,071 | 30,070 | 30,073 |
| Over 10 Years | 38,000 | 38,500 | 34,000 | 40,804 | 41,553 | 36,063 |

## TABLE 10. PUBLIC AGENCY PLANNERS' MEDIAN SALARIES: BY SEX, QUALIFICATIONS, EXPERIENCE, AND JURISDICTION SIZE

| Experience and Jurisdiction Size | Total | Male (N = 3,043) | | | | Female (N = 942) | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | B.A. | M.A. | Ph.D./Law | Total | B.A. | M.A. | Ph.D./Law | Total |
| *Under 5 Years* | | | | | | | | | |
| 250,000 and over | $24,333 | $22,337 | $24,832 | ** | $24,208 | $22,586 | $24,583 | ** | $24,583 |
| 50,000 to 249,999 | 22,961 | 21,962 | 23,584 | $32,818* | 23,584 | 22,337 | 25,456 | ** | 22,337 |
| Under 50,000 | 22,087 | 21,338 | 23,085 | ** | 22,087 | 20,091 | 27,328 | ** | 21,463 |
| *Between 5 and 10 Years* | | | | | | | | | |
| 250,000 and over | 32,070 | 31,446 | 32,319 | ** | 32,070 | 30,073 | 30,073 | ** | 30,073 |
| 50,000 to 249,999 | 30,073 | 27,577 | 30,572 | ** | 30,073 | 30,447 | 27,577 | ** | 28,077 |
| Under 50,000 | 29,075 | 27,078 | 31,071 | ** | 29,574 | 24,832 | 29,948 | ** | 28,576 |
| *Over 10 Years* | | | | | | | | | |
| 250,000 and over | 42,052 | 37,061 | 45,047 | 50,537 | 42,551 | 33,914 | 40,929 | ** | 40,055 |
| 50,000 to 249,999 | 38,059 | 38,059 | 38,683 | 37,061 | 38,059 | 30,822 | 35,064 | ** | 34,316 |
| Under 50,000 | 35,813 | 35,064 | 37,186 | 42,551* | 36,063 | 30,073 | 38,059 | ** | 35,563 |

* Fewer than 10 responses: Sample size not statistically significant.
**Fewer than five responses.

## TABLE 11. PUBLIC AGENCY PLANNERS' MEDIAN SALARIES: BY JURISDICTION TYPE

| Jurisdiction | | 1983 | | 1985 | |
|---|---|---|---|---|---|
| Type | Size | Number | Median Salary | Number | Median Salary |
| Urban | 250,000 or more | 894 | $31,324 | 855 | $35,064 |
| | 50,000 to 249,999 | 817 | 28,560 | 692 | 32,569 |
| | Under 50,000 | 499 | 26,983 | 456 | 29,574 |
| Suburban | 250,000 or more | 213 | 30,164 | 193 | 32,070 |
| | 50,000 to 249,999 | 369 | 28,562 | 387 | 33,816 |
| | Under 50,000 | 522 | 28,109 | 489 | 31,570 |
| Rural | 250,000 or more | 48 | 28,895 | 38 | 30,447 |
| | 50,000 to 249,999 | 261 | 25,247 | 226 | 26,954 |
| | Under 50,000 | 353 | 23,016 | 345 | 25,082 |
| Mixed | 250,000 or more | 109 | 29,788 | 51 | 35,064 |
| | 50,000 to 249,999 | 60 | 25,314 | 23 | 31,071 |
| | Under 50,000 | 11 | 26,053 | 2 | 29,324 |

ban planners in midsize jurisdictions (18.4 percent); and by planners in mixed areas with populations of 250,000 or more (17.7 percent). These were the only increases (in percentage) that were greater than the 15 percent increase in median salary of all respondents.

One other statistic in this table deserves mention. The response rate for this survey was only 40 percent compared to 44.4 percent in 1983. That loss of respondents is evident in this table, except in the category of suburban planners working in jurisdictions with populations between 50,000 and 249,999. In that category, there are actually 18 more respondents than in 1983, an increase of 4.9 percent. Table 3 in Part 1 also showed that there was a two percent gain in suburban respondents since 1983, whereas the percentage of urban and rural respondents remained nearly the same, and the percentage of planners in the mixed category declined significantly.

Rates of change in that table also indicated that small jurisdictions have shown significant gains in representation in the survey since 1981 (19.5 percent). These findings are in line with others that report significant growth in the development of suburbs and small cities in urban growth corridors. Planning departments in these jurisdictions may be finding it necessary to maintain and increase their staffing levels.

## DIRECTORS AND STAFF

Only 36.5 percent of the respondents to the 1985 survey are directors. In 1983, 41 percent of the respondents were directors; in 1981, 37.6 percent of the respondents were directors. The questionnaire defined director as agency director, chief executive officer of a firm, or head of an academic department. All other respondents to the survey were considered staff. Tables 12 and 13 list median salaries for staff and directors, respectively.

The greatest differences in median salaries of directors and staff throughout the table occurred in the category of planners working as private consultants or in business. In the under five years category, staff members working in consulting agencies or for business reported a median salary 13.3 percent less than directors of such agencies or in business; in the five to 10 year category, the difference is 20.4 percent; and in the highest experience category, the difference is 10 percent.

The differences between the median salaries of directors of public agencies and their staff members were 11.2 percent for those with over 10 years experience; 6.4 percent for those with between five and 10 years experience; and 8.3 percent for those with fewer than five years experience. State and federal agency planners reported no difference between staff and director median salaries at the entry level; only a 5.1 percent difference at the middle experience level; and 8.9 percent at the highest level. In the fewer than five years experience category for university/foundation planners, staff made two percent more than directors; the differences were skewed in favor of directors by 6.5 percent in the five to 10 years experience bracket and by 20.9 percent in the more than 10 years experience category.

The most significant difference in salaries of directors and staff members of the same sex occurs among male planners working as consultants or in business with five to 10 years experience; that difference was 22.2 percent. For women, the difference on that same line was also high—17.7 percent. Entry-level female planners working as directors in consulting agencies or business also had a much higher median salary (25.7 percent higher) than did the female staff working for the same employers and with the same experience, but the lack of a significant sample for female directors in this category makes the figure statistically suspect. It should be noted that, because there are few women directors, it is difficult to draw significant comparisons between their salaries and those of women staff members. Perhaps even more noteworthy is the fact that in two of the six categories where such comparisons were possible, female staff members actually reported a higher median salary than directors (in universities and foundations, with five to 10 years experience; and in private consulting agencies and in business, with more than 10 years experience). We can only speculate that, in these categories, female staff members outnumber their director counterparts at the higher end of the experience scale. It may also indicate, however, that in the case of women working as planning consultants or in business, they have not been able to reach director status despite many years on staff.

## PACIFIC AND CANADIAN SALARIES HIGHEST

Median salaries for both men and women planners in the United States are highest in the Pacific region. Tables 14 and 15 show median salaries by geographical region. In this year's survey, the salaries in the Pacific region were the highest on the table, surpassing the salaries of Canadian planners, which have traditionally been greater than those of U.S. planners. Using the Bureau of Labor Statistics exchange rate factor of 73.43 for June 1985, the Canadian salaries are given in U.S. dollars. The salaries of Canadian planners have remained nearly the same since the 1983 survey according to the 1985 results. Because the representation of Canadian planners in the survey is nearly the same as it was in 1983, we can offer no explanation for this lack of change.

There have been some changes in the ranking of regions by salary since 1983. Planners working in the Middle Atlantic and South Atlantic states now report the second and third highest median salaries in the U.S., respectively; in 1983 they were tied for fourth with the Mountain states. The West Central region dropped from the third spot to tie for fourth with the Mountain and East North Central regions. Planners working in New England showed the biggest percent of increase in median salary since 1983 (12 percent) and, as a result, moved to fifth from seventh in the ranking of salaries. The West North Central and East South Central hold down the last two spots, although both regions showed increases in median salary (nine percent and 9.3 percent, respectively) that exceeded those for planners working in the West South Central and Mountain regions (4.1 percent and 6.5 percent, respectively).

## MINORITY REPRESENTATION AND SALARIES

Table 16 indicates that 4.9 percent of all planners who responded to the survey in 1985 were minority group members. This figure represents a .9 percent drop since

## TABLE 12. NONDIRECTORS' MEDIAN SALARIES: BY SEX, QUALIFICATIONS, EXPERIENCE, AND EMPLOYER

| | | Male (N = 2,873) | | | | Female (N = 995) | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Experience and Employer** | **Total** | B.A. | M.A. | Ph.D./Law | Total | B.A. | M.A. | Ph.D./Law | Total |
| *Under 5 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | $22,087 | $20,964 | $23,584 | ** | $22,337 | $21,089 | $22,087 | ** | $22,087 |
| State/Federal | 25,082 | 23,709 | 26,330 | $36,063* | 26,080 | 27,328 | 24,333 | ** | 24,832 |
| Private Consultant/Business | 26,080 | 24,708 | 27,078 | ** | 26,080 | 24,084 | 26,080 | ** | 26,080 |
| University/Foundation | 28,077 | ** | 28,077 | 30,198 | 28,576 | ** | 20,714 | $32,070* | 25,581 |
| *Between 5 and 10 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | 29,075 | 27,577 | 30,073 | ** | 29,075 | 28,077 | 28,077 | ** | 28,077 |
| State/Federal | 32,319 | 30,073 | 32,818 | ** | 32,569 | 31,570 | 31,071 | ** | 31,321 |
| Private Consultant/Business | 35,064 | 32,818 | 35,064 | 42,052* | 35,064 | 30,073 | 36,063 | ** | 32,693 |
| University/Foundation | 32,069 | 34,815* | 31,570 | 34,316 | 33,567 | ** | 31,820 | ** | 31,820 |
| *Over 10 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | 35,563 | 35,064 | 37,061 | 35,064 | 36,063 | 30,822 | 37,061 | ** | 35,064 |
| State/Federal | 41,054 | 36,686 | 42,551 | 50,038 | 41,054 | 40,055* | 41,054 | ** | 40,055 |
| Private Consultant/Business | 45,047 | 45,047 | 45,546 | 46,045 | 45,047 | 35,064* | 37,310 | ** | 36,562 |
| University/Foundation | 39,556 | 40,055* | 38,059 | 40,055 | 40,055 | ** | 34,565 | 32,070* | 34,066 |

* Fewer than 10 responses: Sample size not statistically significant.
**Fewer than five responses.

## TABLE 13. DIRECTORS' MEDIAN SALARIES: BY SEX, QUALIFICATIONS, EXPERIENCE, AND EMPLOYER

| | | Male (N = 1,972) | | | | Female (N = 250) | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Experience and Employer** | **Total** | B.A. | M.A. | Ph.D./Law | Total | B.A. | M.A. | Ph.D./Law | Total |
| *Under 5 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | $24,084 | $23,584 | $24,085 | ** | $24,084 | $23,085 | $23,709 | ** | $23,085 |
| State/Federal | 25,082 | ** | 25,082* | ** | 25,082 | ** | ** | ** | 28,077* |
| Private Consultant/Business | 30,073 | ** | 30,073 | ** | 29,324 | ** | 36,063* | ** | 35,064 |
| University/Foundation | 27,577 | ** | 31,071 | ** | 28,825 | ** | 22,836 | ** | 25,082 |
| *Between 5 and 10 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | 31,071 | 28,077 | 32,943 | ** | 31,570 | 25,082 | 31,570 | ** | 30,073 |
| State/Federal | 34,066 | 26,330 | 40,055 | ** | 35,064 | ** | 31,570* | ** | 30,822* |
| Private Consultant/Business | 44,048 | 50,038 | 43,549 | $55,029* | 45,047 | ** | 30,073 | ** | 40,055 |
| University/Foundation | 34,316 | ** | 39,057 | 43,924* | 39,057 | ** | 30,073 | ** | 30,073 |
| *Over 10 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | 40,055 | 38,059 | 42,052 | 49,040 | 40,305 | 35,064 | 39,182 | ** | 37,186 |
| State/Federal | 45,047 | 42,177 | 45,047 | ** | 45,047 | ** | 40,430 | ** | 41,927* |
| Private Consultant/Business | 50,038 | 50,038 | 51,785 | 72,498 | 52,034 | 50,038* | 30,073 | ** | 35,064 |
| University/Foundation | 50,038 | 46,794* | 47,542 | 55,029 | 50,038 | ** | ** | ** | ** |

* Fewer than 10 responses: Sample size not statistically significant.
**Fewer than five responses.

1983 and a 1.6 percent drop since 1981. There were losses in the number of minority planners in every category but one ("other" minority group female planners; this number remained at two).

Among minority planners, Blacks and Asians are best represented (38.7 percent for each group) followed by Hispanics at 14.3 percent. In terms of percent of respondents, the representation of Black planners in the survey remained the same as it was in 1983 (1.3 percent for men and .6 percent for women). The most significant losses in minority representation occurred among Hispanic planners. Fewer than half as many Hispanic planners responded to the 1985 survey as had in 1983. And only one-fourth as many Hispanic women responded in 1985 as had in 1983. The number of male American Indian respondents was also down significantly, from 15 to 5 (.2 percent to .1 percent

TABLE 14. PLANNERS' MEDIAN SALARIES: DIRECTORS AND STAFF, BY SEX, REGION, AND EXPERIENCE

| | Directors (N = 2,222) | | | Nondirector (N = 3,868) | | |
|---|---|---|---|---|---|---|
| Experience and Region | Male (1,972) | Female (250) | Total | Male (2,873) | Female (995) | Total |
| *Under 5 Years* | | | | | | |
| New England | $26,704 | $22,461* | $25,082 | $25,082$ | 21,338 | $23,584 |
| Mid-Atlantic | 22,586 | 24,333 | 24,333 | 25,082 | 22,087 | 24,583 |
| East North Central | 25,082 | 25,082 | 25,082 | 22,586 | 22,586 | 22,586 |
| West North Central | 21,089 | 23,584* | 21,588 | 20,091 | 23,085 | 21,962 |
| South Atlantic | 25,581 | 22,961 | 25,082 | 23,335 | 22,337 | 22,836 |
| East South Central | 22,087 | ** | 22,087 | 21,338 | 18,094 | 19,217 |
| West South Central | 28,077 | ** | 28,077 | 25,082 | 23,335 | 24,084 |
| Mountain | 23,834 | ** | 23,834 | 22,087 | 23,584 | 23,085 |
| Pacific | 33,068 | 31,071* | 32,070 | 27,328 | 26,080 | 26,954 |
| Canada (in U.S. dollars) | ** | ** | ** | ** | 23,549 | 23,549 |
| *Between 5 and 10 Years* | | | | | | |
| New England | 33,068 | 27,328 | 30,572 | 29,075 | 24,084 | 28,077 |
| Mid-Atlantic | 27,328 | 28,077 | 27,827 | 31,321 | 29,823 | 30,323 |
| East North Central | 31,321 | 29,449 | 30,073 | 28,077 | 28,077 | 28,077 |
| West North Central | 33,068 | 24,333* | 32,319 | 28,825 | 26,454 | 28,576 |
| South Atlantic | 32,070 | 30,073 | 31,945 | 31,820 | 30,073 | 30,822 |
| East South Central | 32,070 | ** | 32,070 | 29,075 | 25,082 | 28,700 |
| West South Central | 40,055 | 31,570* | 35,064 | 32,818 | 29,200 | 31,071 |
| Mountain | 30,073 | 30,822 | 30,073 | 31,945 | 30,073 | 30,447 |
| Pacific | 37,560 | 43,050 | 38,059 | 34,316 | 33,068 | 33,816 |
| Canada (in U.S. dollars) | ** | ** | ** | 29,412 | ** | 29,412 |
| *Over 10 Years* | | | | | | |
| New England | 40,055 | ** | 39,556 | 38,808 | 35,314 | 38,309 |
| Mid-Atlantic | 42,551 | 31,321* | 42,052 | 42,801 | 33,068 | 42,052 |
| East North Central | 40,055 | 33,567* | 40,055 | 36,063 | 32,070 | 35,314 |
| West North Central | 38,309 | ** | 37,685 | 37,061 | 37,310 | 37,061 |
| South Atlantic | 45,047 | 40,055 | 45,047 | 40,055 | 42,052 | 40,055 |
| East South Central | 43,175 | 30,073* | 43,050 | 35,813 | 29,075 | 34,690 |
| West South Central | 49,913 | 35,688* | 49,040 | 38,558 | 34,066 | 38,059 |
| Mountain | 41,802 | 37,060 | 40,305 | 40,055 | 40,055 | 40,055 |
| Pacific | 48,541 | 43,050 | 48,041 | 40,804 | 37,061 | 40,055 |
| Canada (in U.S. dollars) | 40,407 | ** | 40,407 | 35,276 | ** | 35,276 |

* Fewer than 10 responses: Sample size not statistically significant.
**Fewer than five responses.

TABLE 15: PLANNERS' MEDIAN SALARIES: BY SEX AND REGION

| | Total | Male (N = 4,972) | Female (N = 1,253) |
|---|---|---|---|
| New England | $31,570 | $14,565 | $25,082 |
| Middle Atlantic | 34,066 | 36,063 | 28,077 |
| East North Central | 32,070 | 33,068 | 27,827 |
| West North Central | 31,071 | 32,070 | 26,080 |
| South Atlantic | 33,068 | 35,064 | 27,078 |
| East South Central | 30,323 | 32,818 | 23,085 |
| West South Central | 32,070 | 35,064 | 26,829 |
| Mountain | 32,070 | 34,066 | 28,825 |
| Pacific | 37,310 | 39,556 | 32,444 |
| Canada (in U.S. dollars) | 35,277 | 36,559 | 29,412 |

of all respondents). There were fewer Asian respondents to the survey as well, but the losses were not as severe as in these other categories.

Minority representation among women is down from the 6.9 percent level recorded in 1983 to five percent. Among men, a similar loss is evident; minority representation there is 4.8 percent, down from 5.9 percent in 1983. We speculate that there are few minority planners entering the field, and many are leaving, especially men. The loss of Black planners in 1983 put their presence in the survey at a 10-year low; the loss in Hispanic respondents this year marks the low point in their representation in the history of the survey.

Salary differences between minority and nonminority respondents were slight. In most cases, minority salaries were higher. (See Table 17.) As the number of minority respondents continues to decline, however, making any meaningful comparison between minority and nonminority salaries becomes difficult. Since 1983, the most significant salary raises among minority planners have been received by those with fewer than five years experience who work for local public agencies (a 19.3 percent increase) and by those with over 10 years experience working for a federal or state agency (a 20.1 percent increase). Minority planners beginning work as consultants or in business reported a median salary that was 12.4 percent lower than in 1983. Again, however, it must be noted that the few responses to the survey make many of the salary figures statistically insignificant. For example, of the 12 total median salary figures, three are not statistically significant. Of the 26 separate qualification categories, only 12 contain salary figures that are statistically significant.

## EMPLOYMENT PATTERNS AND SALARIES OF WOMEN PLANNERS

The proportion of women planners in APA continues to grow. The percentage of women planners responding to the 1985 survey was 20.3 percent, an absolute gain of one percent since 1983, which represents a 5.2 percent rate of increase. Since 1981, the rate of increase has been 12.2 percent. The representation of women among entering planners also continues to grow. In 1981, 34.1 percent of planners with fewer than five years experience were women; in 1983, that proportion grew to 37.4 percent; and in 1985, women make up 38.7 percent of this group. The median experience level for women appears to be about 6.5 years, which is slightly higher than in 1983, when exactly half of the women respondents had five years experience or less. (See Table 18.)

Among public agency planners, women increased their representation among city planners, city/county planners, and metro/regional planners since 1983. More than a third of the women who responded work as city planners. Among private sector employers, women increased their representation as consultants and academic planners since 1983. After posting a huge (60.9 percent) increase in 1983 in the percent of women working in business, that figure in 1985 dropped back to previous levels. The loss of respondents in that category was 56.3 percent, almost totally wip-

TABLE 16. DISTRIBUTION OF PLANNERS: BY RACE/ETHNICITY

| | Number of Respondents (Percent of Total Respondents) | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | 1983 | | | | 1985 | | | |
| Race/Ethnicity | Male (N = 5,998) | | Female (N = 1,440) | | Male (N = 5,166) | | Female (N = 1,315) | |
| White | 5,660 | (76.1%) | 1,347 | (18.1%) | 4,917 | (75.8%) | 1,249 | (19.3%) |
| Black | 93 | ( 1.3 ) | 44 | ( 0.6 ) | 83 | ( 1.3 ) | 39 | ( 0.6 ) |
| Hispanic | 84 | ( 1.1 ) | 16 | ( 0.2 ) | 41 | ( 0.6 ) | 4 | ( 0.1 ) |
| American Indian | 15 | ( 0.2 ) | 2 | ( 0.0 ) | 5 | ( 0.1 ) | 1 | ( 0.0 ) |
| Asian | 126 | ( 1.7 ) | 29 | ( 0.4 ) | 102 | ( 1.6 ) | 20 | ( 0.3 ) |
| Other | 20 | ( 0.3 ) | 2 | ( 0.0 ) | 18 | ( 0.3 ) | 2 | ( 0.0 ) |

TABLE 17. PLANNERS' MEDIAN SALARIES: BY RACE/ETHNICITY, QUALIFICATIONS, EXPERIENCE, AND EMPLOYER

| | | Nonminority (N = 6,252) | | | | Minority (N = 318) | | | |
|---|---|---|---|---|---|---|---|---|---|
| Experience and Employer | Total | B.A. | M.A. | Ph.D./Law | Total | B.A. | M.A. | Ph.D./Law | Total |
| *Under 5 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | $22,586 | $21,214 | $23,085 | $31,570* | $22,337 | $22,087 | $23,085 | ** | $22,836 |
| State/Federal | 25,082 | 23,709 | 25,082 | 35,064 | 25,082 | ** | 27,078* | ** | 27,078* |
| Private Consultant/Business | 26,080 | 24,084 | 27,577 | 42,052* | 26,579 | ** | 25,082 | ** | 24,084 |
| University/Foundation | 28,077 | 21,838* | 26,080 | 31,196 | 28,077 | ** | ** | ** | ** |
| *Between 5 and 10 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | 30,073 | 27,577 | 30,073 | 33,816 | 29,823 | 25,082 | 32,070 | ** | 30,073 |
| State/Federal | 32,569 | 30,073 | 32,569 | 36,316* | 32,319 | ** | 36,063 | ** | 35,563 |
| Private Consultant/Business | 35,064 | 35,064 | 36,063 | 45,840 | 35,314 | 35,064* | 35,064* | ** | 35,064 |
| University/Foundation | 33,068 | 32,070 | 32,070 | 35,064 | 32,943 | ** | ** | ** | ** |
| *Over 10 Years* | | | | | | | | | |
| City/County/Joint/Metro/Regional | 38,309 | 35,813 | 40,055 | 40,055 | 38,309 | 40,055 | 38,059 | ** | 38,309 |
| State/Federal | 43,050 | 39,057 | 43,050 | 50,038 | 43,050 | 37,560* | 43,924 | ** | 43,924 |
| Private Consultant/Business | 48,041 | 45,047 | 48,041 | 56,527 | 48,041 | 60,020* | 50,038 | ** | 52,034 |
| University/Foundation | 42,052 | 45,920 | 42,052 | 45,047 | 42,177 | ** | 39,057 | $45,047 | 40,055 |

* Fewer than 10 responses: Sample size not statistically significant.
**Fewer than five responses.

ing out the increase reported in 1983. In absolute terms, the percentage of women working as consultants increased by 2.2 percent, a rate of increase of 15.2 percent.

Table 19 shows that there has been a dramatic decrease in the number of respondents who work in public agencies that are not planning agencies. In the 1983 study, 653 men and 192 women reported that they worked for public agencies other than planning agencies. In 1985, those numbers were down to 396 men and 116 women. Even taking into account the lower rate of response for this survey, the losses are significant. The decrease in the number of male respondents working in other public agencies is 39.4 percent since 1983; the decrease in the number of female respondents working in other public agencies is 39.6 percent. These losses (333 respondents) and the loss in the number of state planners (870) are the most significant in the survey in terms of pinpointing decreases by employer. Because membership in APA has not decreased significantly since 1983, we do not think that these people have left APA. Rather, they may be shifting to jobs in the private sector (where there has been increased representation in the survey) or are now working specifically for planning agencies.

After showing a sharp increase between 1981 and 1983 in the number of women planners that are directors (from 216 to 274, a 28.6 percent increase), the number of women directors responding to the 1985 survey fell to 250. As a percent of respondents, however, the 1985 figure represents an improvement over the 1983 statistics. Exactly 20 percent of

TABLE 18. YEARS OF PLANNERS' EXPERIENCE: BY SEX

| | Number and Percent of All Male Respondents | | Number and Percent of All Female Respondents | |
|---|---|---|---|---|
| Years Worked | Male (N = 5,062) | | Female (N = 1,286) | |
| 1 | 109 | ( 2.2%) | 79 | ( 6.1%) |
| 2 | 162 | ( 3.2 ) | 105 | ( 8.2 ) |
| 3 | 114 | ( 2.3 ) | 102 | ( 8.0 ) |
| 4 | 164 | ( 3.2 ) | 91 | ( 7.1 ) |
| 5 | 239 | ( 4.7 ) | 120 | ( 9.3 ) |
| 6 | 226 | ( 4.5 ) | 102 | ( 7.9 ) |
| 7 | 233 | ( 4.6 ) | 130 | (10.1 ) |
| 8 | 335 | ( 6.6 ) | 120 | ( 9.3 ) |
| 9 | 217 | ( 4.3 ) | 72 | ( 5.6 ) |
| 10–14 | 1,378 | (27.2 ) | 240 | (18.7 ) |
| 15–19 | 798 | (15.8 ) | 90 | ( 7.0 ) |
| 20 plus | 1,087 | (21.4 ) | 35 | ( 2.7 ) |

TABLE 19. WHERE PLANNERS WORK: BY EMPLOYER AND SEX

| Type of Employer | Number and Percent of All Male Respondents | | Number and Percent of All Female Respondents | |
|---|---|---|---|---|
| | Male (N = 5,026) | | Female (N = 1,205) | |
| City Planning | 1,602 | (31.9%) | 419 | (33.5%) |
| County Planning | 645 | (12.8 ) | 175 | (14.0 ) |
| Joint City/County | 131 | ( 2.6 ) | 44 | ( 3.5 ) |
| Metro or Regional | 312 | ( 6.2 ) | 83 | ( 6.6 ) |
| State Planning | 99 | ( 2.0 ) | 27 | ( 2.2 ) |
| Other Public Agencies | 396 | ( 7.9 ) | 116 | ( 9.3 ) |
| Federal | 134 | ( 2.7 ) | 33 | ( 2.7 ) |
| Consultants | 1,017 | (20.2 ) | 209 | (16.7 ) |
| Private Business | 234 | ( 4.7 ) | 45 | ( 3.6 ) |
| University or College | 323 | ( 6.4 ) | 48 | ( 3.8 ) |
| Nonprofit | 133 | ( 2.6 ) | 51 | ( 4.1 ) |

the women responding to the 1985 survey were directors; in 1983, 19 percent of the women respondents were directors. Men still hold a decisive edge in this category; 39.2 percent of all male respondents are directors. This does represent a significant drop since 1983, however, when 45.5 percent of all male respondents to the survey were directors. Now, one out of approximately every nine directors is a woman.

TABLE 20. PLANNERS' MEDIAN SALARIES: BY SEX

| Year | Median Salaries | | |
|---|---|---|---|
| | Total | Male | Female |
| 1977 | $19,500 | $20,000 | $16,000 |
| 1980 | 24,000 | 24,800 | 19,300 |
| 1981 | 25,990 | 27,630 | 21,050 |
| 1983 | 29,630 | 31,500 | 25,000 |
| 1985 | 34,066 | 35,064 | 28,077 |

The percent of increase in median salary for women over the past two years (12.3 percent) again exceeded the percent of increase in men's salaries during that period (11.3 percent). In absolute terms, however, the increase in the median salary of men ($3,564) was greater than that of women ($3,077). Both increases were less than the 15 percent increase in the median salary of all planners. Women planners also continue to narrow the gap between their median salary and that of male planners. The median salary of women is now 80.1 percent of that of men. This is a .7 percent gain since 1983 and a 3.8 percent improvement since 1981. The median salary of women planners in 1985 was $1,553 less than the median salary reported by all planners in 1983 and $5,989 less than the median salary reported by all planners in 1985. This discrepancy can be explained in part by examining the experience levels of men and women in Table 18, which shows that more than half of the male respondents have over 10 years of experience while only 28 percent of the women have that much experience.

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